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Human resources management

Employment of retired former staff

Report of the Secretary-General

Summary

The present report is submitted in compliance with General Assembly resolutions 57/305 and 59/266 concerning the employment of retirees.

The report provides information concerning categories and levels of retired staff employed in the Secretariat during the biennium 2004-2005, including type of engagement.

The total number of retirees hired in 2004-2005 decreased; however the total number of days worked and the total cost of their employment increased as compared with the biennium 2002-2003. The number of nationalities represented by consultants and individual contractors and the percentage of women decreased.

The General Assembly is invited to take note of the report.

* A/61/150.

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I. Introduction

1. In its resolutions 57/305 and 59/266, the General Assembly requested that the Secretary-General report to it every two years on the use of retired staff, including the criteria for selection of staff in the Professional categories, the number of staff hired for periods exceeding two years and the number of retired former staff serving in posts that affect the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, as well as instances in which representative responsibilities before intergovernmental bodies were assigned to retired staff and with regard to staff extended beyond mandatory retirement age.[1] The present report is submitted in response to these requests.

2. The term "retiree", as defined in paragraph 4 of the report of the Secretary-General (A/53/526) and endorsed by the General Assembly in its resolution 53/221, is applied to "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund".

3. Section II of the present report and the information contained in tables 1 to 6 of the annex to the report provide analysis and data on the use of retired former staff during the biennium 2004-2005. Section III provides information on the use of retirees in the reporting period as compared with the biennium 2002-2003. Data for that biennium were submitted to the General Assembly in the previous report of the Secretary-General on the subject (A/59/222). Section IV deals with the use of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more. Section V and table 7 of the annex contain information on the employment of retired former staff in decision-making positions. Section VI and table 8 of the annex provide data and analytical information on the use of retirees and retired former staff employed during the biennium 2004-2005 for an accrued service period exceeding two years. Section VII and tables 9 to 11 of the annex provide information on staff who, having exceeded the mandatory age of retirement, continued to work under an extension of appointment or were reappointed and continued to contribute to the United Nations Joint Staff Pension Fund. They are reported as retained in service beyond the mandatory age of separation, by department/office with indication of gender, nationality, function and duration of the extensions.

4. The report follows an accrual-based methodology and includes retirees who were employed prior to 1 January 2004 and continued to serve during the reporting period.

5. The report provides data based on available records for individuals and individual engagements during each year of the reporting period. Differences in the numbers of persons engaged that appear in the totals of the tables are the result of the variable count of the engagements against different parameters. Similarly, the number of engagements by cumulative totals and aggregated subtotals by department/office and for different functions differ from the count of individuals because some retired former staff were employed in more than one department/office and for different functions under more than one engagement

[1] Retention in service beyond the mandatory age of separation and employment of retirees is governed by administrative instruction ST/AI/2003/8 and Amend.1.

during the reporting period. The counts by country or area of nationality and by age group also differ since the recording of retired staff employed in the Organization during the reporting period reflects change of country or area of nationality.

6. The selection criteria for retirees in the Professional and higher categories are identical to those in effect for the selection of all staff and fully respond to the requirements of Article 101, paragraph 3, of the Charter of the United Nations. The criteria set out in administrative instruction ST/AI/2003/8 provide that the employment of retirees may be granted if the operational requirements of the Organization cannot be met by staff members who are qualified and available to perform the required functions, if it would not adversely affect the career development or redeployment opportunities of other staff and if it is both cost-effective and an operationally sound solution to meet the needs of the service.

7. In line with the request of the General Assembly in its resolution 59/266 to submit to the sixty-first session of the Assembly consolidated reports, the present report is issued as an addendum to the Secretary-General's report on the Composition of the Secretariat (A/61/257).

II. Analysis of employment of retired former staff

8. The report provides information on retired former staff engaged during the biennium 2004-2005 by year, number of retirees and engagements by type, duration of service, contractual modalities, categories, functions and grade level. Relevant statistical data are contained in the tables in the annex to the report present.

9. The number of individual retired former staff employed during the biennium 2004-2005 was 491, which represents the net figure or the baseline of such individuals employed in the Organization regardless of the number, type and category of engagement under which they were employed during the reporting period. Accordingly, that number is less than the cumulative number of retirees reported by type and number of engagements (see annex, table 1) or by category and number of engagements (see annex, table 2) since one individual may have several engagements of different types in various departments.

10. Four departments/offices employed 76.7 per cent of all retirees during the biennium. The Department for General Assembly and Conference Management was the largest user of retirees, with 223 individuals (41.2 per cent of all employed retired staff) for 40,084 workdays at a cost of $16 million. The United Nations Office at Geneva was the second largest employer of retirees with 94 individuals engaged (17.4 per cent of the total), for 11,387 working days at a cost of $4 million. The United Nations Office at Vienna was the third largest user, accounting for 52 individuals engaged (9.6 per cent of the total) for 6,507 workdays at a cost of $2.4 million. Field missions administered by the Department of Peacekeeping Operations (FMADPKO) employed 46 retirees (8.5 per cent) for 13,942 working days at a cost of $4.6 million (see annex, table 3).

11. Retired former staff were used in three main groups of functions Secretariat-wide in 2004-2005: language services, in particular revisers and interpreters (59.9 per cent of all engagements); administrative functions (24.2 per cent of all engagements); and political, economic, social, environmental, humanitarian,

advisory and technical assistance functions (11.0 per cent of all engagements). Other functions accounted for 5.0 per cent of engagements (see annex, table 5).

12. Retirees engaged during the reporting period represented 74 nationalities. Nationals of the following 12 Member States accounted for 72 per cent of all engagements of retired former staff during 2004-2005: United States of America, 79 (15.9 per cent); France, 71 (14.3 per cent); Egypt, 56 (11.3 per cent); United Kingdom of Great Britain and Northern Ireland, 30 (6.0 per cent); Spain, 23 (4.6 per cent); China, 21 (4.2 per cent); Chile, 18 (3.6 per cent); Argentina, 14 (2.8 per cent); Philippines, 13 (2.6 per cent); Austria, 12 (2.4 per cent); Canada, 12 (2.4 per cent); and Russian Federation, 10 (2.0 per cent) (see annex, table 4).

13. Two hundred and nine of the employed retirees were women (42 per cent of the total).

14. Retirees between 60 and 70 years of age (74 per cent of the total) and between 55 and 60 years (10 per cent of the total) constituted 84 per cent of all retired former staff engaged during the biennium.

15. The total expenditure on retirees in the biennium 2004-2005 amounted to $33.5 million, of which language services accounted for $20.8 million (62.1 per cent of the total) and administrative services for $6.5 million (19.4 per cent of the total).

III. Use of retired former staff as compared with the previous biennium

16. The number of retirees hired in the biennium 2004-2005 reflects a 12.8 per cent decrease (72 individuals fewer) over the biennium 2002-2003.

17. The number of days worked increased by 14.8 per cent, from 84,878 days in the biennium 2002-2003 to 97,406 days in 2004-2005.

18. The total expenditure increased by 45.7 per cent, from $23 million in the biennium 2002-2003 to $33.5 million in 2004-2005. The annual cost in 2005 ($15.6 million), however, decreased by 13.3 per cent as compared with 2004 ($18 million). The average cost of a retiree per day in 2004-2005 increased by 26.9 per cent to an average of $344.2 as compared with the average of $271.3 in 2002-2003.

19. The number of departments/offices in the Secretariat employing retired former staff in the biennium 2004-2005 (30) decreased as compared with 2002-2003 (31).

20. During the reporting period, the number of engagements of retired former staff in the Professional and higher categories was 99, which represents 19.7 per cent of the total, a 69 per cent decrease over the biennium 2002-2003. The number of engagements of retirees as consultants and individual contractors in 2004-2005 was 113, or 100 fewer than in 2002-2003, which represents a decrease of 46 per cent.

21. The use of retirees employed in language-related functions increased to a total of 240, which represents a 3 per cent increase over the reported number for the biennium 2002-2003 (233). The number of days worked for language-related functions increased to 43,568 days, an 18.8 per cent increase over the number during 2002-2003. The total expenditure on retired former staff employed in

language-related functions increased by 44.5 per cent to $19.4 million in 2004-2005 as compared with $10.8 million in 2002-2003.

22. The use of retirees in administrative services during the biennium 2004-2005 decreased to 130 (36 fewer, or 21.7 per cent less, than in 2002-2003). The number of days worked by retired former staff in administrative functions, however, increased to a total of 29,075 (993 more days, or an increase of 3.6 per cent). The total cost increased by $668,000 from $5.9 million in 2002-2003 to $6.5 million.

23. The number of retirees discharging services in such areas as political, economic, social, environmental, humanitarian and technical assistance also decreased as compared with the biennium 2002-2003 (59, versus 134); the number of working days decreased in 2004-2005 to a total of 11,249 (6,864 fewer workdays, or 37.9 per cent less, as compared with 2002-2003). The cost of this group also decreased to a total of $3.7 million ($1.1 million less or a decrease of 22.9 per cent).

24. Compared with the biennium 2002-2003, the number of countries or areas of nationality represented by retired former staff in 2004-2005 decreased from 89 to 74 (16.9 per cent decrease). The percentage of women retirees used during 2004-2005 (42 per cent) decreased from 44 per cent in 2002-2003.

Figure 1
Number of retired former staff employed

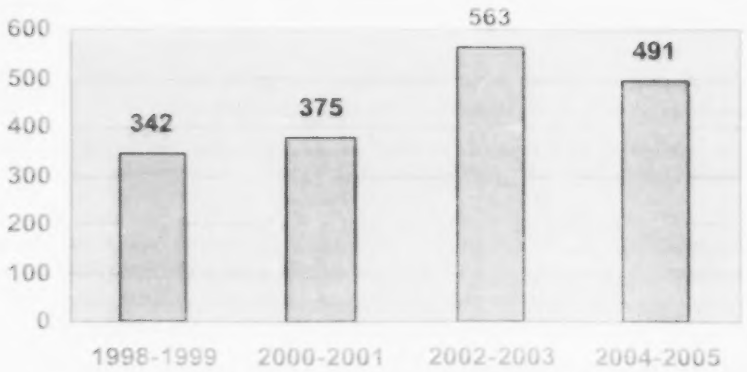

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Figure 2
Number of days worked by retired former staff

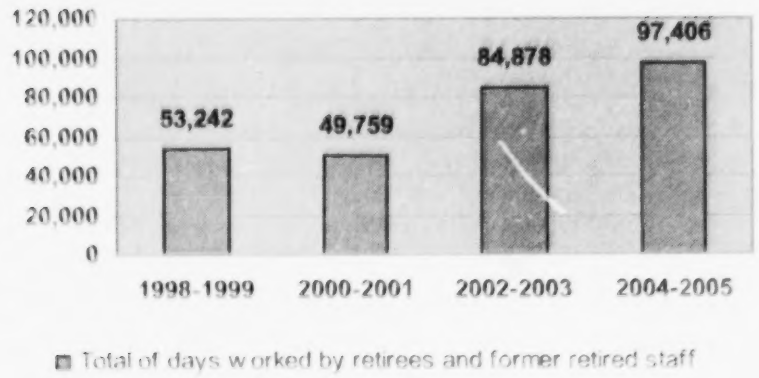


Figure 3
Total expenditures on retired former staff (thousands of United States dollars)

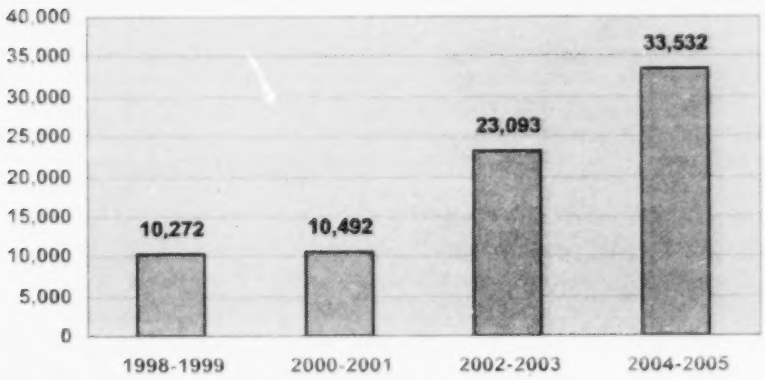


Figure 4
Percentage of retired former staff who are women

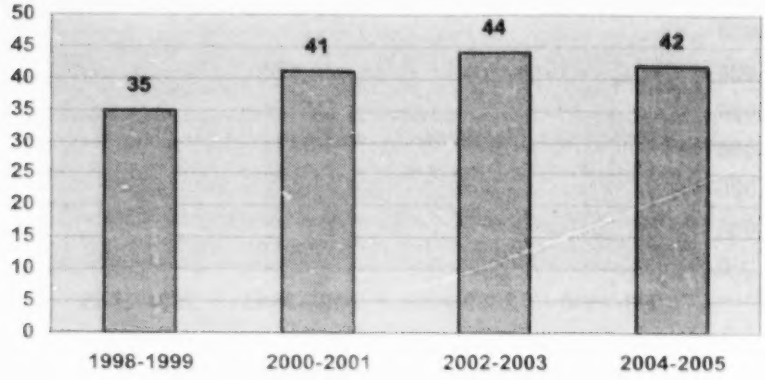
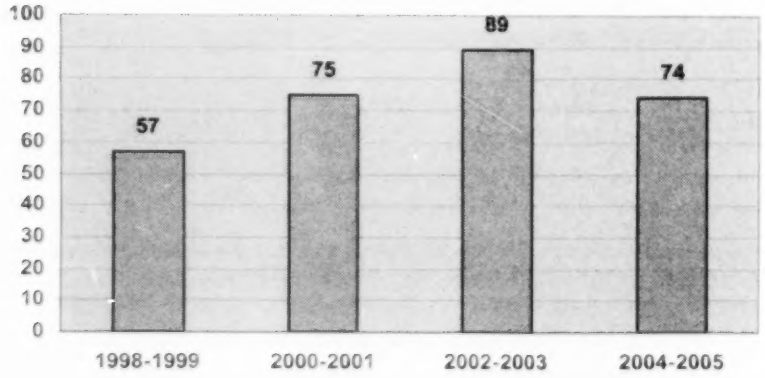


Figure 5
Number of Member States of origin of retired former staff



IV. Employment of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more

25. In accordance with article 31 of the Regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to a participant of the Pension Fund whose age on separation is less than the normal retirement age or if the participant is the normal retirement age or more on separation but is not entitled to a retirement benefit. The settlement shall consist of the participant's own

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contributions to the Pension Fund if the contributory service of the participant was less than five years or the participant's own contributions increased by 10 per cent for each year in excess of five, up to a maximum of 100 per cent, if the contributory service of the participant was more than five years.

26. During the biennium 2004-2005, 209 individuals in this category were employed as compared with 57 in the biennium 2002-2003. Of the 209 individuals, 36.7 per cent were employed in the Professional and higher categories, 29.5 per cent in the Field Service and General Service and related categories, and 33.8 per cent in language-related posts.

27. Thirty one departments/offices employed such staff during the biennium 2004-2005. The Department for General Assembly and Conference Management was the largest employer, with a total of 47 staff (22.5 per cent of the total), followed by the field missions administered by the Department of Peacekeeping Operations with 44 staff (21.1 per cent of the total).

28. The number of days worked by persons in this category during the biennium 2004-2005 totalled 51,431, representing an expenditure of $15.6 million (or 46.6 per cent of the total cost of employment of all retirees). In this category, 39.5 per cent were employed in language-related services (14,603 workdays, $5.4 million); 37.4 per cent worked in administrative services (22,188 workdays, $5.2 million); and 17.7 per cent were engaged in political, economic and social affairs, environment, humanitarian assistance, advisory services, technical assistance and similar services (11,173 workdays, $3.7 million).

29. Ninety-two per cent of these staff were between 60 and 70 years of age; eight per cent were between 70 and 75 years of age.

Employment of retired former staff in decision-making positions

30. In the biennium 2004-2005, 183 retirees served in decision-making positions[2] in 26 departments and offices. Functional titles most often used for such staff were: Principal Officer, Senior Officer and Senior Administrative Officer (26 staff); Chief of Service, Section or Unit (17 staff); Special Representative of the Secretary-General (10 staff); Director (seven staff); and Officer-in-Charge (seven staff). The main departments and offices employing such persons were: field missions administered by the Department of Peacekeeping Operations, with 47 individuals (25.6 per cent of the total in this category), followed by the Department of Public Information (seven staff), the Department of Management (six staff), the Office for the Coordination of Humanitarian Affairs (six staff) and the Department of Peacekeeping Operations (five staff).

[2] Decision-making positions have been determined according to the functional titles of posts at P-4 and higher levels.

VI. Employment of retired former staff for an accrued service period exceeding two years

31. A total of 28 retirees, who served during the 2004-2005 biennium, were employed for an accrued service period exceeding two years. Forty six per cent of them were women (see annex, table 8).

32. The total number of days worked by this group of staff was 21,234, at a cost of $5.8 million.

33. Out of 12 departments/offices where such persons served, the majority of engagements were in the Department of Public Information, with six staff, and the Department for General Assembly and Conference Management, the Department of Peacekeeping Operations and the United Nations Office at Geneva, with four staff each. These departments/offices accounted for nearly 65 per cent of all retired former staff employed for an accrued period exceeding two years.

VII. Extension of staff beyond the mandatory age of separation

34. The present report introduces data on the use of staff retained beyond the mandatory age of separation. Retention of staff beyond the mandatory age of separation is governed by the criteria set out in administrative instruction ST/AI/2003/8, including when (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) the retention of the staff member is in the interest of the Organization due to the exigencies of the service concerned.

35. During the biennium 2004-2005, a total of 222 staff were retained in the Secretariat beyond the mandatory age of separation, 82 of whom were women (37 per cent) (see annex, table 9). This represents a decrease of 29.5 per cent as compared with the 2002-2003 biennium (315 staff).

36. The departments with the most extensions beyond retirement age (60 per cent of the total number) were field missions administered by the Department of Peacekeeping Operations with 60 extensions (27 per cent of all extensions), the Department of Public Information, with 37 extensions (17 per cent), and the Department of Economic and Social Affairs, with 24 extensions (11 per cent).

37. The major functions performed were: administrative services (44 per cent of the total); and political, economic, social, environmental, humanitarian, advisory and technical assistance services (22 per cent).

VIII. Conclusion

38. The data in the present report indicate that retired former staff were used in the areas of language and conference services in the major duty stations, including for translation and document processing. The expansion of field operations worldwide (peacekeeping and humanitarian activities) required immediate enhancement of capacity in a number of departments and offices, as well as the provision of adequate resources to field missions for which recruitment was not always easy. In addition, filling the needs for technical expertise could not be delayed until

completion of the regular recruitment process. Since retired former staff were often used to fill temporary mission replacement vacancies and their use did not hamper long-term recruitment plans, departments and offices were inclined to engage experienced retired former staff available to support operational requirements.

39. Retired former staff have the specialized skills and institutional knowledge that enable them to perform immediately and fully without a learning curve. In the situations described above, the use of retirees is considered to be the most cost-effective way to meet short-term operational needs.

40. **The General Assembly is invited to take note of the present report.**

Annex

Statistical tables

Abbreviations used in tables

ASG	Assistant Secretary-General
CMP	Capital Master Plan Project
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FMADPKO	Field missions administered by the Department of Peacekeeping Operations
ICSC	International Civil Service Commission
IMIS	Integrated Management Information System
INTERORG	Secretariat of the Joint Inspection Unit
OCHA	Office for the Coordination of Humanitarian Affairs
OCSS	Office of Central Support Services
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRM	Office of Human Resources Management
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OPPBA	Office of Programme Planning, Budget and Accounts
OSAA	Office of the Special Adviser on Africa
OUSG	Office of the Under-Secretary-General
REGCOM	Regional Commissions
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDAC	United Nations disaster assessment and coordination
UNEP	United Nations Environment Programme
UN-Habitat	United Nations Human Settlements Programme

UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNSECOORD	Office of the United Nations Security Coordinator
USG	Under-Secretary-General

Explanatory notes

All data on expenditures have been rounded to the nearest thousand United States dollars.

The baseline used in the report is 491 individual retirees employed in 2004 and 2005, for a total of 541 engagements and a total of 97,406 days of service, at a cost of $33.5 million.

The IMIS database records the number of individuals engaged in each year of the reporting period. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters.

In the previous report on employment of retired former staff (A/59/222), the data for the biennium 2002-2003 contained an error in that they included staff 55 years of age or older who had opted for a withdrawal settlement and were re-employed for six months or more, rather than such persons 60 years of age or older, pursuant to General Assembly resolution 53/221. This resulted in an overreporting of 57 persons. The numbers contained in the present report for the biennium 2002-2003 supersede those in report A/59/222.

Table 1
Use of retired former staff by type and number of engagements for 2004, 2005 and 2004-2005

	Number of engagements			*Total of days worked*			*Total salaries ($000)*		
Type of engagement	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*
Fixed-term	60	38	75	17 354	8 754	26 108	4 100	1 885	5 986
Intermediate	10	5	11	3 706	1 545	5 251	1 374	580	1 954
Limited duration	16	12	19	3 335	2 782	6 117	1 207	869	2 076
Long-term	2	1	2	576	364	940	231	135	367
Permanent	1	0	1	119	0	119	17	0	17
Short-term	245	240	281	25 742	26 658	52 400	10 632	11 543	22 175
Consultants	22	26	40	799	1 910	2 709	156	397	553
Individual contractors	44	56	73	2 694	3 777	6 471	413	543	956
Total	**400**	**378**	**502**	**53 526**	**43 880**	**97 406**	**17 976**	**15 555**	**33 532**

Note: The total number of engagements for the biennium (502) is less than the sum of the totals for 2004 and 2005 (778) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (502) and the total number of persons engaged (491) results from the fact that some people had multiple engagements.

Table 2
Use of retired former staff by category of engagement for 2004, 2005 and 2004-2005

	Number of engagements			*Total of days worked*			*Total salaries ($000)*		
Category of engagement	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*
Assistant and Under-Secretaries-General	6	4	8	2 180	931	3 111	494	29	522
Field Service and General Service	22	37	42	10 707	4 942	15 649	2 051	1 195	3 246
Language-related categories	229	202	240	20 772	22 796	43 568	9 227	10 182	19 408
Professional and higher	73	53	99	16 374	9 524	25 898	5 636	3 210	8 846
Special Service Agreement	66	82	113	3 493	5 687	9 180	569	940	1 509
Total	**400**	**378**	**502**	**53 526**	**43 880**	**97 406**	**17 976**	**15 555**	**33 532**

Note: The total for the number of engagements for the biennium (502) is less than the sum of the totals for 2004 and 2005 (778) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (502) and the total number of persons engaged (491) results from the fact that some people had multiple engagements.

Table 3
Use of retired former staff by department/office for 2004, 2005 and 2004-2005

	Number of engagements			*Total of days worked*			*Total salaries ($000)*		
Department/office	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*	*2004*	*2005*	*2004-2005*
DGACM	183	198	223	19 488	20 596	40 084	7 705	8 312	16 017
UNOG	83	68	94	6 693	4 694	11 387	2 186	1 834	4 020
UNOV	32	39	52	3 661	2 846	6 507	1 268	1 180	2 449
FMADPKO	39	26	46	8 367	5 575	13 942	2 820	1 744	4 564
DM[a]	12	9	18	2 449	1 161	3 610	411	199	610
DM/OUSG	2	3	4	399	450	849	9	61	70
DM/OPPBA	0	2	2	0	140	140	0	51	51
DM/OHRM	4	1	5	516	91	607	116	22	139
DM/OCSS	6	2	6	1 534	392	1 926	286	49	335
DM/CMP	0	1	1	0	88	88	0	15	15
ECLAC	13	8	17	1 598	1 154	2 752	396	334	730
DESA	7	6	12	1 055	692	1 747	256	238	494
DPI	7	8	12	813	1 456	2 269	177	254	431
ESCAP	4	9	9	229	671	900	92	253	345
OCHA	7	5	8	1 929	1 532	3 461	586	427	1 012
UNCTAD	5	6	8	837	821	1 658	202	210	412
DPA	3	3	5	939	428	1 367	313	80	393
DPKO	3	2	5	852	125	977	373	28	401
ECA	4	1	5	707	271	978	175	82	257
OHCHR	4	1	5	915	272	1 187	308	122	430
ESCWA	2	2	4	250	183	433	93	57	150

Department/office	Number of engagements			Total of days worked			Total salaries ($000)		
	2004	2005	2004-2005	2004	2005	2004-2005	2004	2005	2004-2005
DSS	0	3	3	0	390	390	0	122	122
OSG	2	2	3	647	807	1 454	16	22	38
ECE	1	1	2	90	59	149	24	14	38
OIOS	1	1	2	60	59	119	18	22	40
OLA	2	1	2	170	88	258	42	22	64
REGCOM	2	0	2	343	0	343	103	0	103
OSAA	1	0	1	37	0	37	6	0	6
UNEP	1	0	1	364	0	364	35	0	35
UN-Habitat	1	0	1	850	0	850	316	0	316
DSS/UNSECOORD	1[b]	0	1	183	0	183	55	0	55
Total	**420**	**399**	**541**	**53 526**	**43 880**	**97 406**	**17 976**	**15 555**	**33 532**

Note: The total number of persons engaged for the biennium (541) is less than the sum of the totals for 2004 and 2005 (819) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (541) and the total number of individuals (491) results from the engagement of some former retired staff by more than one department or office during the biennium. The total number of engagements in the above table is based on the count of engagements of the same individual in the same department as one occurrence while engagements of the same individual in different departments are counted by occurrence. This explains the difference between the total numbers of engagements in table 3 (541) and the totals in tables 1 and 2 (502).

[a] Represents the total number for the following offices: DM/CMP, DM/OCSS, DM/OHRM, DM/OPPBA and DM/OUSG.

[b] Employed by UNSECOORD.

Table 4
Use of retired former staff by country or area of nationality and gender (Secretariat and the totals in language-related services) during 2004-2005

A. Secretariat

Country or area of nationality	Number of persons engaged	Percentage of women	Total of days worked	Total salaries ($000)
United States of America	79	56	13 856	4 430
France	71	73	12 067	4 382
Egypt	56	18	12 341	4 803
United Kingdom	30	43	3 479	1 371
Spain	23	22	3 883	1 585
China	21	24	3 021	1 358
Chile	18	39	3 273	945
Argentina	14	43	3 978	1 395
Philippines	13	92	3 135	619
Austria	12	42	2 569	787
Canada	12	42	3 267	1 104
Russian Federation	10	10	3 186	1 253

Country or area of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total salaries ($000)*
Switzerland	10	50	1 546	468
Syrian Arab Republic	8	0	1 580	747
Germany	6	67	1 717	587
India	6	17	1 944	538
Ireland	6	83	1 306	319
Australia	5	20	561	232
Colombia	5	60	627	263
Tunisia	5	0	355	163
Belgium	4	25	619	233
Ecuador	4	50	908	167
Ethiopia	4	75	532	96
Algeria	3	0	486	271
Guyana	3	0	235	83
Mexico	3	0	159	71
Netherlands	3	67	633	263
Peru	3	100	513	182
Guatemala	2	50	205	72
Iraq	2	0	66	29
Israel	2	0	331	159
Jordan	2	0	447	213
Myanmar	2	50	391	139
New Zealand	2	0	1 125	345
Pakistan	2	0	850	26
Senegal	2	0	450	250
Sudan	2	0	519	202
Togo	2	0	634	273
United Republic of Tanzania	2	50	820	124
Uruguay	2	50	240	110
Venezuela (Bolivarian Republic of)	2	50	843	204
Yemen	2	0	795	279
Antigua and Barbuda	1	0	201	28
Benin	1	0	365	181
Bolivia	1	0	16	4
Burkina Faso	1	0	274	102
Cameroon	1	0	180	67
Côte d'Ivoire	1	0	59	12
Cuba	1	100	267	106
Cyprus	1	0	577	0
Czech Republic	1	0	221	106

Country or area of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total salaries ($000)*
Eritrea	1	0	331	80
Finland	1	0	30	14
Gambia	1	0	211	96
Ghana	1	0	633	155
Greece	1	0	138	53
Grenada	1	0	484	107
Italy	1	100	118	44
Jamaica	1	0	364	35
Kenya	1	0	391	118
Lebanon	1	100	307	133
Malaysia	1	0	270	100
Mali	1	0	127	61
Malta	1	0	493	223
Mauritius	1	0	46	27
Morocco	1	0	60	26
Panama	1	0	215	57
Paraguay	1	100	152	73
Poland	1	0	159	59
Portugal	1	100	295	78
Saint Lucia	1	100	572	173
Serbia and Montenegro	1	0	201	32
Thailand	1	100	98	16
Others				
Palestine	1	0	59	28
Total	**497**	**42**	**97 406**	**33 532**

Note: The total number (497) is greater than the total number of individuals employed during the biennium (491) as some individuals changed country or area of nationality.

B. Language-related services

Country or area of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total salaries ($000)*
Egypt	55	18	12 098	4 713
France	53	75	8 184	3 450
United States of America	47	51	7 185	2 799
China	21	24	3 021	1 358
Spain	20	20	3 001	1 371
United Kingdom	18	44	1 930	899
Argentina	11	36	1 843	790

Country or area of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total salaries ($000)*
Russian Federation	8	13	1 727	703
Syrian Arab Republic	8	0	1 580	747
Austria	6	33	890	377
Chile	5	40	1 005	484
Colombia	5	60	627	263
Switzerland	5	0	395	185
Tunisia	5	0	355	163
Belgium	3	33	560	211
Ecuador	3	67	362	167
Guatemala	2	50	205	72
Israel	2	0	331	159
Jordan	2	0	447	213
Algeria	1	0	12	5
Australia	1	100	237	114
Canada	1	100	101	25
Cuba	1	100	267	106
Czech Republic	1	0	221	106
Germany	1	100	185	89
Greece	1	0	138	53
Guyana	1	0	108	28
India	1	100	90	14
Ireland	1	100	260	61
Lebanon	1	100	307	133
Mali	1	0	127	61
Mexico	1	0	122	59
Morocco	1	0	60	26
Panama	1	0	215	57
Paraguay	1	100	152	73
Peru	1	100	305	147
Portugal	1	100	295	78
Senegal	1	0	181	87
Sudan	1	0	154	67
Uruguay	1	100	208	100
Yemen	1	0	301	130
Others				
Palestine	1	0	59	28
Total	**302**	**39**	**49 851**	**20 771**

Table 5
Use of retired former staff by function during 2004-2005

Function	*Number of retirees engaged*	*Total of days worked*	*Total salaries ($000)*
Language-related services			
Editor	6	1 137	534
Editorial and Desktop Publishing Assistant	19	2 353	545
Editorial Assistant	6	914	232
Editorial Clerk	20	3 679	760
Interpreter	65	5 177	2 322
Language Reference Assistant	7	1 154	302
Language Reference Clerk	1	90	14
Proofreader	2	686	161
Reviser	163	29 968	14 332
Text Processing Clerk	7	1 591	363
Translator	21	2 082	838
Verbatim Reporter	5	1 020	367
Subtotal	**322**	**49 851**	**20 771**
Political, economic, social, environmental, humanitarian, advisory and technical assistance services			
Adviser	7	2 487	765
Civil Affairs Officer	2	358	108
Economic Affairs Officer	8	455	155
Electrician	1	31	7
Engineer	1	183	45
Expert	2	73	22
First Officer	1	494	149
Focal Point for Women	1	30	13
Human Rights Adviser	1	365	136
Human Settlements Officer	1	850	316
Humanitarian Affairs Officer	1	365	136
Information Officer	4	339	103
Officer-in-Charge	4	722	238
Police Commissioner	1	30	14
Political Affairs Officer	5	1 733	575
Principal Officer	1	26	12
Programme Assistant	1	90	24
Programme Management Officer	1	59	22
Programme Officer	3	161	53
Regional Adviser	2	371	138

Function	*Number of retirees engaged*	*Total of days worked*	*Total salaries ($000)*
Second Officer	2	158	39
Senior Officer	2	115	43
Social Affairs Officer	1	60	18
Special Adviser	2	697	90
Special Representative of the Secretary-General	3	818	495
Technician	1	179	24
Subtotal	**59**	**11 249**	**3 738**
Administrative services			
Accounting Assistant	1	98	16
Administrative Assistant	14	3 190	578
Administrative Clerk	3	918	123
Administrative Officer	7	2 950	941
Adviser to the Secretary-General	1	546	0
Air Operations Specialist	1	364	89
Assembly and Binding Equipment Operator	2	402	54
Buildings Services Assistant	1	605	112
Chief Civilian Personnel Officer	1	544	164
Chief of Staff	1	544	246
Claims Assistant	1	329	80
Claims Clerk	1	109	26
Claims Officer	1	80	20
Clerk	1	95	15
Clerk-Typist	1	97	15
Computer Information Systems Assistant	1	12	3
Contracts Management Assistant	1	130	31
Data Entry Operator	1	165	22
Deputy Chief	1	490	222
Documents Assistant	1	18	4
Documents Clerk	2	213	34
Finance Officer	3	482	146
Help Desk Assistant	1	178	47
Human Resources Assistant	4	710	104
Human Resources Officer	7	1 816	485
IMIS Implementation Coordinator	1	730	220
Legal Assistant	1	79	20
Liaison Officer	1	329	99
Library Assistant	2	791	111
Logistics Officer	3	816	202

Function	*Number of retirees engaged*	*Total of days worked*	*Total salaries ($000)*
Management Consulting Officer	1	60	18
Mechanic	1	201	28
Meetings Services Assistant	6	1 072	234
Meetings Services Clerk	1	67	11
Payroll Clerk	1	13	3
Personal Assistant	1	88	15
Personnel Officer	1	68	21
Printing Officer	1	628	124
Printing Press Operator	4	703	98
Procurement Assistant	3	877	194
Procurement Officer	1	391	118
Project Coordinator	1	36	16
Public Information Clerk	1	11	2
Receiving Clerk	1	453	110
Recruitment Assistant	1	23	6
Registry Clerk	1	150	35
Representative of the Secretary-General	1	120	60
Sales and Marketing Assistant	1	91	24
Secretary	23	2 946	576
Security Guard	3	861	192
Security Officer	4	1 410	203
Staff Development Officer	1	163	32
Telegraphic Equipment Operator	1	179	45
Text Processing Assistant	2	234	58
Travel Officer	1	400	97
Subtotal	**130**	**29 075**	**6 548**
Other services			
Assistant Secretary-General	1	46	36
Associate Officer	1	183	642
Chief	4	1 461	27
Chief of Division	1	59	372
Chief of Section	2	999	359
Chief of Service	2	832	136
Chief of Unit	1	365	259
Deputy Director	2	585	42
Director	2	88	35
Driver	1	364	217
Head	2	438	120

Function	*Number of retirees engaged*	*Total of days worked*	*Total salaries ($000)*
Public Information Assistant	2	495	200
Under-Secretary-General	1	577	2
Others	5	739	0
Subtotal	**22**	**7 231**	**2 448**
Grand Total	**538**	**97 406**	**33 532**

Note: The total number of persons engaged for the biennium (538) differs from the total number of individuals (491) because some retirees were engaged for more than one function.

Table 6
Use of retired former staff by age group during 2004-2005

Age group	*Percentage of total*	*Total of days worked*	*Total salaries ($000)*
55 to under 60	10	13 774	4 205
60 to under 70	74	72 867	24 744
70 to under 75	11	7 986	3 295
75 to 80	5	2 779	1 287
Total	**100**	**97 406**	**33 532**

Table 7
Use of retired former staff in decision-making positions and functions during 2004-2005

Functional title	*Department/office*	*Grade*	*Gender*	*Number of staff*
Assistant Secretary-General	DM/OPPBA	ASG	Male	1
Chief Civilian Personnel Officer	FMADPKO	P-4	Male	2
Chief Civilian Personnel Officer	FMADPKO	P-4	Female	4
Chief Civilian Personnel Officer	FMADPKO	P-4	Male	1
Chief of Branch	DESA	D-1	Male	1
Chief of Division	ESCWA	D-1	Male	2
Chief of Division	ICSC	D-1	Male	2
Chief of Office	UNMOVIC	P-4	Male	1
Chief of Office	UNMOVIC	P-4	Male	4
Chief of Section	DM/OCSS	P-5	Male	6
Chief of Section	DM/OHRM	P-5	Male	1
Chief of Section	DPI	P-5	Female	1
Chief of Section	FMADPKO	P-5	Male	2
Chief of Section	FMADPKO	P-5	Male	1
Chief of Section	OCHA	L-5	Male	2

Functional title	*Department/office*	*Grade*	*Gender*	*Number of staff*
Chief of Section	OIOS	P-4	Male	1
Chief of Service	DGACM	D-1	Male	1
Chief of Service	FMADPKO	P-5	Male	3
Chief of Service	OIOS	D-1	Male	1
Chief of Service	UNOV	G-7	Male	1
Chief of Staff	FMADPKO	D-1	Male	3
Chief of Staff	FMADPKO	D-1	Male	4
Chief of Unit	DPI	P-4	Female	1
Chief of Unit	DPI	P-3	Male	1
Chief of Unit	DPI	P-4	Male	1
Chief of Unit	ESCAP	P-3	Male	1
Chief of Unit	OCHA	L-5	Male	1
Chief of Unit	OCHA	L-5	Male	9
Coordinator	UNCC	L-5	Male	1
Deputy Director	DESA	P-5	Male	3
Deputy Director	UNOV	L-6	Male	2
Director	DPA	D-2	Male	1
Director	FMADPKO	D-2	Male	2
Director	FMADPKO	D-2	Male	3
Director	FMADPKO	D-1	Male	2
Director	FMADPKO	D-2	Female	1
Director	FMADPKO	D-2	Male	1
Director	UNEP	D-1	Male	1
Director, Information Centre	DPI	P-4	Female	1
Director, Information Centre	DPI	P-4	Female	1
Director of Administrative Officer	FMADPKO	D-1	Male	1
Director of Administrative Officer	FMADPKO	D-1	Female	1
Director of Administrative Officer	FMADPKO	D-1	Male	2
Director, Information Centre	DPI	P-5	Female	2
Director of Administration	FMADPKO	D-2	Male	1
Head	FMADPKO	D-2	Male	1
Head	FMADPKO	D-2	Male	1
Head	FMADPKO	P-5	Male	6
Head	OCHA	L-5	Female	3
Head	OHCHR	L-7	Male	1
Judge	FMADPKO	P-5	Female	1
Judge	FMADPKO	P-5	Male	2
Judge	FMADPKO	D-1	Male	1
Judge	FMADPKO	P-5	Male	1

Functional title	*Department/office*	*Grade*	*Gender*	*Number of staff*
Officer-in-Charge	DPKO	P-5	Male	1
Officer-in-Charge	ECA	P-4	Male	2
Officer-in-Charge	ECLAC	P-5	Male	2
Officer-in-Charge	FMADPKO	FS 6	Male	1
Officer-in-Charge	FMADPKO	P-5	Male	1
Officer-in-Charge	ICSC	D-2	Male	1
Officer-in-Charge	UNCTAD	P-3	Female	1
Personnel Officer	DPKO	P-4	Female	1
Personnel Officer	DPKO	P-4	Female	1
Principal Officer	DESA	D-1	Female	1
Principal Officer	DESA	D-1	Female	1
Principal Officer	DM/OPPBA	D-1	Female	2
Principal Officer	DM/OPPBA	D-1	Female	2
Principal Officer	DPKO	D-1	Male	1
Principal Officer	DPKO	D-1	Male	1
Principal Officer	ESCAP	D-1	Male	2
Principal Officer	FMADPKO	D-1	Male	4
Principal Officer	UNCTAD	D-1	Male	1
Senior Administrative Officer	FMADPKO	P-5	Male	4
Senior Administrative Officer	FMADPKO	P-5	Male	2
Senior Administrative Officer	FMADPKO	P-5	Male	2
Senior Administrative Officer	FMADPKO	P-5	Male	1
Senior Administrative Officer	FMADPKO	P-5	Male	1
Senior Administrative Officer	OCHA	P-5	Female	4
Senior Administrative Officer	OCHA	P-5	Female	1
Senior Finance Officer	FMADPKO	P-5	Male	2
Senior Officer	DGACM	P-5	Male	2
Senior Officer	DM/OHRM	P-5	Female	1
Senior Officer	DM/OPPBA	P-5	Male	2
Senior Officer	DSS	P-5	Female	2
Senior Officer	DSS	P-5	Male	1
Senior Officer	DSS	P-5	Female	1
Senior Officer	DSS	P-5	Male	1
Senior Officer	FMADPKO	P-5	Male	1
Senior Officer	OMBUDSMAN	P-5	Female	1
Senior Officer	UNSECOORD	P-5	Male	1
Senior Procurement Officer	FMADPKO	P-5	Male	3
Senior Regional Representative	FMADPKO	P-5	Male	1
Special Representative	FMADPKO	ASG	Male	2

Functional title	*Department/office*	*Grade*	*Gender*	*Number of staff*
Special Representative of the Secretary-General	FMADPKO	USG	Male	1
Special Representative of the Secretary-General	FMADPKO	ASG	Male	2
Special Representative of the Secretary-General	FMADPKO	ASG	Male	2
Special Representative of the Secretary-General	FMADPKO	ASG	Male	4
Special Representative of the Secretary-General	FMADPKO	ASG	Male	1
Special Representative of the Secretary-General	FMADPKO	USG	Male	2
Special Representative of the Secretary-General	FMADPKO	ASG	Female	1
Special Representative of the Secretary-General	FMADPKO	D-2	Male	1
Special Representative of the Secretary-General	FMADPKO	ASG	Male	1
Special Representative of the Secretary-General	FMADPKO	D-2	Male	1
Senior Supply Operations Officer	FMADPKO	P-5	Male	1
Under-Secretary-General	DM	USG	Male	2
Total			**15% female**	**183**

Table 8

Use of retired former staff employed for an accrued service period exceeding two years who served during 2004-2005, by department/office and function

Department/office	*Functional title*	*Total days worked*	*Number of staff by engagement*	*Number of women*	*Total of fees/salaries ($000)*
DGACM	Chief of Service	729	1	0	330 105
DGACM	Documents Assistant	729	1	0	96 245
DGACM	Editorial Clerk	1 458	2	2	173 234
DM/OCSS	Archivist	730	1	1	220 239
DM/OHRM	Chief of Section	729	1	0	271 286
DM/OPPBA	Accounting Assistant	729	1	0	96 245
DPA	Director	729	1	0	362 198
DPA	Political Affairs Officer	729	1	1	219 937
DPI	Chief of Section	729	1	1	271 286
DPI	Chief of Unit	1 458	2	1	397 918
DPI	Director, Information Centre	1 459	2	2	440 176
DPI	Library Assistant	729	1	1	96 245
DPKO	Chief	1 459	2	0	660 663
DPKO	Planning Officer	729	1	0	219 937

Department/office	*Functional title*	*Total days worked*	*Number of staff by engagement*	*Number of women*	*Total of fees/salaries ($000)*
DPKO	Supply Operations Officer	729	1	1	219 937
FMADPKO	Special Representative of the Secretary-General	729	1	0	484 701
OIOS	Chief of Section	729	1	0	219 937
UNEP	Administrative Officer	729	1	0	177 981
UN-Habitat	Clerk	729	1	0	77 906
UN-Habitat	Human Settlements Officer	850	1	0	316 314
UNOG	Administrative Clerk	729	1	1	86 617
UNOG	Security Officer	850	1	0	100 993
UNOG	Text Processing Clerk	2 035	2	2	241 791
Total		**21 234**	**28**	**13**	**5 781 891**

Note: Twenty-eight individual former retired staff were used, each having one engagement (28).

Table 9
Staff retained in service beyond the mandatory age of separation by department/office for 2004, 2005 and 2004-2005

	Number of staff								
	2004			*2005*			*2004-2005*		
Department/office	*F*	*M*	*Total*	*F*	*M*	*Total*	*F*	*M*	*Total*
DDA	1		1				1		1
DESA	7	8	15	5	6	11	11	13	24
DGACM	3	4	7	4	1	5	7	5	12
DM	5	1	6	6	1	7	9	2	11
DM/OUSG	2	1	3	2		2	3	1	4
DM/OCSS				1		1	1		1
DM/OHRM	3		3	2		2	4		4
DM/OPPBA				1	1	2	1	1	2
DPA		1	1		1	1		2	2
DPI	10	8	18	8	15	23	18	19	37
DPKO		5	5	1	5	6	1	8	9
DSS					1	1		1	1
ECA	1	2	3	3	5	8	4	7	11
ECE		1	1	1	2	3	1	3	4
ECLAC	1		1	2	2	4	3	2	5
EOSG	2	3	5	3	2	5	3	3	6
ESCAP	2	2	4		1	1	2	2	4
ESCWA		1	1	1	2	3	1	2	3
FMADPKO	5	37	42	7	29	36	8	52	60
INTERORG					1	1		1	1
OCHA		1	1	2	1	3	3	2	4
OHCHR	1	1	2		1	1	1	2	3

	Number of staff								
	2004			2005			2004-2005		
Department/office	*F*	*M*	*Total*	*F*	*M*	*Total*	*F*	*M*	*Total*
OIOS	1		1				1		1
OLA	1		1		1	1	1	1	2
OSAA				1		1	1		1
UNCTAD		5	5		2	2		6	6
UNEP				1	1	2	1	1	2
UNMOVIC		1	1		1	1		1	1
UNODC	1	2	3	1		1	1	2	3
UNOG	1	1	2		1	1	1	2	2
UNON				2		2	2		2
UNOV	1	1	2		3	3	1	3	4
Total	**43**	**85**	**128**	**54**	**86**	**140**	**82**	**142**	**222**

Note: The total number of staff for the biennium 2004-2005 (222) is different from the sum (268) of the totals for 2004 and 2005 since it excludes individuals who moved between departments. It is also different from the total in table 10 (225) below because one staff member was used in more than one function.

Table 10
Staff retained in service beyond the mandatory age of separation by function for 2004, 2005 and 2004-2005

Function	*2004*	*2005*	*2004-2005*
Language-related services	6	5	10
Political, economic, social, environmental, humanitarian, advisory and technical assistance services	24	33	50
Administrative services	64	56	99
Other services	37	40	66
Total	**131**	**134**	**225**

Note: The total number (225) for the biennium 2004-2005 is different from the sum (265) of the totals for 2004 and 2005 since it excludes individuals who moved between functions. It is also different from the total in table 9 above and table 11 (222) below because individuals were used in more than one grade or department.

Table 11
Staff retained in service beyond the mandatory age of separation by department/office and grade during 2004-2005

Department/office	*Number of staff by grade*																				
	D-2	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	*L-7*	*L-6*	*L-5*	*L-3*	*G-7*	*G-6*	*G-5*	*G-4*	*FS-7*	*FS-6*	*FS-5*	*FS-4*	*FS-3*	*TC-6*	*Total*
DDA												1									**1**
DESA	3	6	5	4							4	1	1								**24**
DGACM			3		1						2	2	1	2						1	**12**
DM	1	1	3								2	2	1	1							**11**
DM/OUSG		1	2										1								**4**
DM/OCSS											1										**1**
DM/OHRM	1		1									2									**4**
DM/OPPBA											1			1							**2**
DPA	1	1																			**2**
DPI	3	3	6	8	2						1	8	5	1							**37**
DPKO	1	1		2	3								2								**9**
DSS			1																		**1**
ECA		2									7	1	1								**11**
ECE		1	1	1					1												**4**
ECLAC				1							1	1	2								**5**
EOSG	1	1	1	1							1	1									**6**
ESCAP		1									2	1									**4**
ESCWA		1	1								1										**3**
FMADPKO	7	5	16	17	2	1									1	2	5	3	1		**60**
INTERORG	1																				**1**
OCHA	1		1	1							1										**4**
OHCHR		2												1							**3**
OIOS													1								**1**
OLA	1												1								**2**
OSAA			1																		**1**
UNCTAD	2	1	1				1	1													**6**
UNEP	1								1												**2**
UNMOVIC			1																		**1**
UNODC				1						1				1							**3**
UNOG		1		1																	**2**
UNON											1		1								**2**
UNOV				1								2		1							**4**
Total	**23**	**27**	**41**	**38**	**8**	**1**	**1**	**1**	**2**	**1**	**23**	**20**	**16**	**7**	**1**	**2**	**5**	**3**	**1**	**1**	**222**

Note: The total number (222) is less than in table 10 (225) above because individuals were used for more than one function.